

Lessons Learned Leading and Structuring Teams

DLA A-76 Conference

February 18-19, 2003

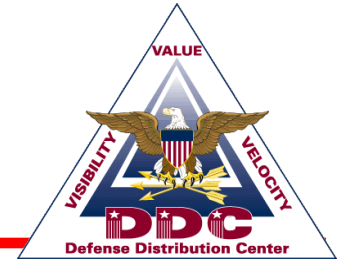
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Team Structure



- DDC A-76 Evolution

- Began in 1998 with three teams
- Expanded in 1999 to six teams
- Increased to seven teams in 2001
- With Jones-Hill implementation...may have \geq 16 teams

Equal to the number of competitions...
geographically dispersed

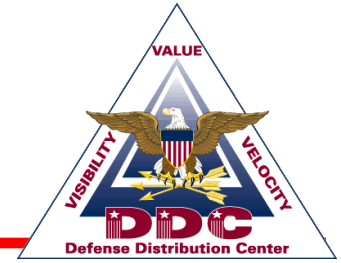
- Basic staffing premise unchanged...

- DDC Team Lead and Analyst
- Consultant Support
- Depot Subject Matter Experts

All bring different skills to the table



Team Attributes



Some assembly required...

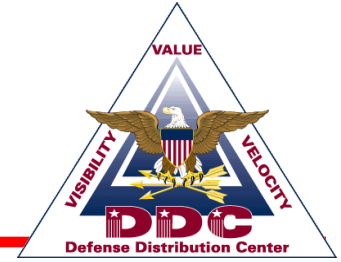
- Attributes necessary for successful A-76 teams
 - Commitment
 - Endurance
 - Diversity
 - Trust
 - Talent
 - Discipline



Now...this is teamwork!!!



Leadership Challenges



- Time Management
- Communication
- Motivation and momentum
- Managing Conflict
- Creating an environment where individual leadership is fostered and unleashed
- Mentor
- Balance



“My task is not to motivate people to play great football. They are already motivated when they come to me. My challenge is simply not to demotivate them.” *Lou Holtz*

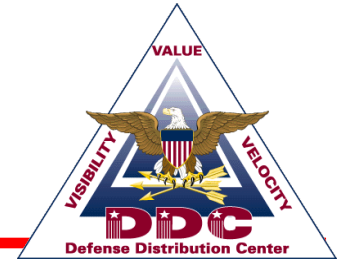
Ability is what you’re capable of doing...

Motivation determines what you do...

Attitude determines how well you do it



Lessons Learned



- Appreciate the differences...
- Don't expect perfection
- Can't micro-manage...trust people to do the right thing
- Empathize and support...but don't be afraid to make tough decisions
- Manage consensus building...don't let things get bogged down
- More communication is best
- Teams are change agents...respect them

“Soft skills” need to balance the hard, technical skills...take time for team building

